

UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF KENTUCKY  
CENTRAL DIVISION AT LEXINGTON

Garey E. Lindsay, Regional Director of  
the Ninth Region of the National Labor  
Relations Board, for and on behalf of  
the National Labor Relations Board

Petitioner,

vs.

Leggett & Platt, Inc.,

Respondent.

Civil Action No. 5:17-198-KKC

Judge Karen K. Caldwell

**DECLARATION OF FREDRICK SANDEFUR**

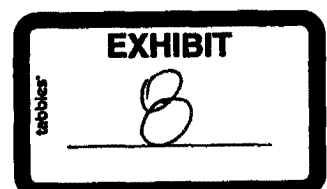
I, Fredrick Sandefur, hereby depose and stated as follows:

1. I am making this declaration voluntarily. I understand that my position at Leggett & Platt, Inc. ("Company") is in no way affected by me making this declaration. I have not been promised anything of benefit by Company for making this declaration, and I have not been threatened by Company in any way in connection with this declaration. I was assured by Company that I was free to give this declaration or not, without promise of benefit, threat of reprisal or any other impact on my employment. I understand that this declaration concerns the circumstances surrounding the signing of a pro-union petition, and may be introduced into evidence in a case between the Company and the NLRB.

2. I work at the Company's Winchester plant (plant #002), and have been represented by the International Association of Machinists Union, Local 619 ("Union").

3. On December 30, 2016, I signed a petition stating, "The undersigned employees of Leggett and Platt #002 do not want to be represented by IAM 619 hereafter referred to as 'union.'" This statement was specifically pointed out and read to me before I signed it. A true and correct copy of the petition I signed on December 30, 2016 is attached as Exhibit A.

4. On January 18, 2017, I attended a meeting called by the Union at the Union hall. At that meeting, I was told that if I wanted to receive pay if there was a strike, I should sign a piece of paper that had 20 lines and blanks for signatures. I do not believe that this paper contained a statement at the top stating, "We the



undersigned members of the International Association of Machinists and Aerospace Workers, Local Lodge 619, support the Union at Leggett & Platt, Inc." If this paper had contained such a statement, I would not have signed it because I did not support the Union on January 18, 2017, and I have not supported the Union at any time since I signed Exhibit A.

6. Attached as Exhibit B is a piece of paper that appears to bear my signature at line 3. I did not sign this document in its current form. I know this because I would not have signed a document stating that I supported the Union. I want my name removed from this document.

7. In the last few months, I have been contacted by representatives of the National Labor Relations Board and met with Jonathan Duffey of the National Labor Relations Board, who asked me questions about the employee decertification petition, a page of which is attached as Exhibit A. I also received a questionnaire asking about the decertification petition, which I threw away. I have never been contacted by anyone from the National Labor Relations Board asking whether I signed the Union petition attached hereto as Exhibit B or asking about the circumstances surrounding how I came to sign Exhibit B.

I declare under penalty of perjury that the foregoing is true and correct. This

Declaration was executed in the county of CLARK, State of Kentucky, on this 22 day of May 2017.

  
\_\_\_\_\_  
Fredrick Sandefur

### **JOHNNIE'S POULTY STATEMENT**

1. My name is John Harper. I am an attorney representing Leggett & Platt.
2. I would like to ask you some questions relating to an unfair labor practice charge and associated legal proceedings alleging that the Company is unlawfully refusing to bargain with the Union.
3. You are not obligated to talk to me. If you talk to me and answer my questions, it will be entirely voluntary on your part. Your job at Leggett & Platt will in no way be affected by whether you talk to me or do not talk to me. Furthermore, regardless of your decision, there will be no prejudice or benefit to you. You will not be penalized or discriminated against in any way by Leggett & Platt, and you will not receive any benefit from Leggett & Platt, by reason of any answers you may give me. You also may decide to answer only part of my questions, and you can terminate our discussion at any time you wish. Again, there will be no penalties, retaliation or benefit of any kind based on your decision.
4. If you answer my questions, you should know that I want to know only the exact truth from your answers. Please do not give me an answer you think I would like to hear. Instead tell me the exact truth whether or not you think I would like it.
5. I do not want to know whether you are for the Union or against the Union or whether or not you are supportive of any effort to decertify the Union. I would merely like to know the facts about the events that I have mentioned.

### **ACKNOWLEDGMENT BY EMPLOYEE**

The undersigned hereby declares that I have read the above, and that I am giving a true and correct statement in this matter entirely of my own free choice without any type of force or coercion on the part of Leggett & Platt or its lawyer.

Dated: May 22<sup>nd</sup>, 2017

Frederick Sandefur